


■ Office of the Provost
and Vice President for Academic Affairs

December 2, 2005

TO: Erik Bitterbaum, President

FROM: Elizabeth Davis-Russell, Provost 

RE: Dr. Kimberly Rombach, Assistant Professor
Childhood/Early Childhood Education Department

I have reviewed the materials submitted on Kimberly Rombach and am pleased to recommend her reappointment for a two-year term in the Department of Childhood/Early Childhood Education effective September 1, 2006 through August 31, 2008. This recommendation is consistent with that of the Dean, the School Personnel Committee, and the Department Personnel Committee. The Department Chair recommended a three-year term. While Dr. Rombach is certainly worthy of a three-year term appointment, that would lessen the opportunity for reviews prior to her continuing appointment decision. I have highlighted below the points that have contributed to my recommendation.

Teaching: Dr. Rombach has taught five different courses in three different teacher education programs that have included both undergraduate and graduate courses. Her submitted work reveals evidence of teaching materials, including her Reflective Statement, and syllabi that are clear, organized, and comprehensive with specific policies for students and desired student outcomes. Other evidence of teaching effectiveness includes CTE scores, examples of course materials, and curriculum initiatives. Dr. Rombach's philosophy is evident in the way she has designed her courses and assignments. There appears to be rigor, opportunities for students to engage in discussions that make connections to their field experiences. Dr. Rombach has begun to establish connections with teachers at a local elementary school in Cortland which gives her with the opportunity to observe her students in their work with elementary school aged students. I am impressed with Dr. Rombach's approach of using the College's mission statement as a springboard for the development of an integrated approach to her teaching, research agenda, and service. An example is E4st which brings together her research interests on social justice topics with her teaching practices. Her students have responded extremely well to Dr. Rombach, and both their ratings, ranging from high 4's to 5's, and their comments attest to this. In her own words, "I care deeply about all of my students and am passionately committed to them becoming the best teachers that they can be. I take my job as a teacher educator very seriously."

Scholarship: Dr. Rombach has begun an impressive research program. This involvement includes authorship on conference presentations, one of which was a paper titled Learning from General Elementary Educators' Experiences in Inclusive Classrooms delivered at the American Educational Research Association's 2005 Annual Meeting in Montreal, Quebec. Dr. Rombach has put forward this as a final manuscript submitted to the American Educational Research Journal (AERJ) and it is currently under review. In addition, she has submitted two additional manuscripts to journals for possible publication. She is scheduled to present a paper at the Hawaii International Conference on Education in January 2006 in Honolulu. She has submitted yet another manuscript for possible publication. That publication is titled, Educating in Sameness, USA: A Teacher's Plea for Change. Dr. Rombach was awarded a Faculty Research Program grant. There is every indication that Dr. Rombach will continue to be a very productive scholar.

Service: Dr. Rombach has managed to achieve some visibility and a high level of service activity. She has served her department on several committees, including its Research and Technology Committee. Dr. Rombach is highly visible on campus as a member of the College Scholarship Committee, the Multicultural and Gender Studies Council, and the Faculty Development Committee. On the community level, Dr. Rombach has initiated relationships with several area schools designed to provide more opportunities for students.



Advisement: Dr. Rombach serves as advisor to 35 students. In addition to individual meeting with students she uses every opportunity to meet with students. One can say that Dr. Rombach takes this responsibility very seriously and has steadily acquired expertise.

Continued Growth: There is ample evidence that Dr. Rombach is interested in her continued growth and development. She is a member of several professional associations, and serves as an Annual Meeting Proposal Reviewer for AERA.

By all accounts, Dr. Rombach has demonstrated that she is an outstanding member of this community deserving of reappointment.

	Renewal	Non-renewal	Cont. Apt.
Department Personnel Committee	X		
Department Chair	X		
School Personnel Committee / Peer Group	X		
School Dean	X		

NOTE: Your file in the above matter has been transferred to the President's Office for the President's review. In accordance with the UUP Agreement, Article 31.6, you have the right to examine the file during normal business hours and to respond to any item contained therein. If you wish to examine the file, please promptly call that office for an appointment.